

Issue Brief – Higher Education FY 2007 Compensation

NUMBER USHE-12

SUMMARY

The 2006 Legislature approved a compensation package for FY 2007 that included funding for a 3.5% cost of living adjustment (COLA) and increases for health insurance and retirement rates. The State pay plan was adjusted by 3.5% to reflect the COLA for state employees. Some higher education institutions approved the 3.5% as a COLA; others approved a lower COLA and put additional funding into a merit piece.

OBJECTIVE

Providing intent language detailing the use of compensation funding will provide direction to the USHE.

DISCUSSION AND ANALYSIS

The following chart shows how the USHE institutions implemented the additional compensation funding:

Utah System of Higher Education FY 2007 Compensation Report			
	COLA	Merit	Average % Increase
University of Utah	1.00%	3.00%	4.00%
Utah State University	3.00%	0.80%	3.80%
Weber State University	3.10%	0.90%	4.00%
Southern Utah University	3.50%	0.00%	3.50%
Snow College	3.50%	1.70%	5.19%
Dixie State College	3.50%	0.00%	3.50%
College of Eastern Utah	3.50%	0.00%	3.50%
Utah Valley State College	3.50%	0.48%	3.98%
Salt Lake Community College	3.50%	varies	4.60%
State Board of Regents	4.00%		4.00%

Minutes of the Executive Appropriations Committee indicate that the intention of the Legislature for the compensation package was to provide a 3.5% COLA. However, there was no intent language indicating this direction.

The Analyst recommends that for future compensation increases, intent language be included directing the USHE of the Legislature's intent for the additional funding.

